

Community Planning Board

Thursday, 18 April 2019

NOTICE IS HEREBY GIVEN that at a Meeting of the **Community Planning Board** is to be held at **Training Room 2, The Annexe, Headquarters, High Street, Elgin, IV30 1BX** on **Thursday, 18 April 2019** at **14:00**.

BUSINESS

1. **Welcome and Apologies**
2. **Public Health Reform Programme - Eibhlin McHugh, Co-Director, Executive Delivery Group for Public Health Reform.**
3. **Minute of the Meeting of 8 November 2018** **3 - 6**
4. **Locality Plan Engagement.doc** **7 - 14**
Report by the Corporate Director (Corporate Services), Moray Council
5. **Poverty Strategy Report** **15 - 56**
Report by the Deputy Director of Public Health, NHS Grampian
6. **Working Together** **57 - 62**
Report by Fabio Villani, Leadership Team, tsiMORAY
7. **Public Protection Governance** **63 - 70**
Report by the Director of Public Health, NHS Grampian
8. **AOCB**

**Item(s) which the Committee may wish to consider with
the Press and Public excluded**

9. Moray Growth Deal - CPB Update

- Information on terms proposed or to be proposed by or to the Authority;

Clerk Name: Tracey Sutherland

Clerk Telephone: 01343 563014

Clerk Email: tracey.sutherland@moray.gov.uk

Minute of Meeting of the Community Planning Board

Thursday, 08 November 2018

Alexander Graham Bell Centre, Moray College, Moray Street, Elgin, IV30 1JJ

PRESENT

Councillor George Alexander, Mr Joe Bodman, Mr Roddy Burns, Ms Donna Chisholm, Councillor John Cowe, Councillor John Divers, Mr Ian Findlay, Councillor Graham Leadbitter, Councillor Shona Morrison, Mr Mike Palmer, Mrs Fiona Rolt, Mr Don Vass

APOLOGIES

Councillor Tim Eagle, Mr Murray Ferguson, Mr Grant Moir, Mr Anthony Standing, Chief Superintendent Campbell Thomson, Councillor Sonya Warren, Mrs Susan Webb

IN ATTENDANCE

Also in attendance at the above meeting were Superintendent Graeme Duncan substituting for Chief Superintendent Campbell Thomson, Councillor Louise Laing substituting for Councillor Sonya Warren, Chris Littlejohn substituting for Susan Webb, Denise Whitworth, Corporate Director (Corporate Services) Moray Council, Bridget Mustard, Corporate Policy Unit Manager, Moray Council and Tracey Sutherland, Clerk to the Board.

1. Welcome and Apologies

The Chair welcomed everyone to the meeting.

2. Minute of the Previous Meeting on 13 September 2018

The minute of the meeting of the Community Planning Board dated 13 September 2018 was submitted for approval.

The minute was agreed as a true record of the meeting dated 13 September 2018.

3. Action Sheet from 13 September 2018

The Board agreed that all actions from the September meeting had been completed.

4. LOIP Performance Report

A report by the Chief Executive, Moray Council, provided the Community Planning Partners with an overview of the development of plans for the delivery of the priorities in the Local Outcomes Improvement Plan (LOIP) and the performance

management arrangements for the LOIP.

Following lengthy discussions, the Board agreed that:

- i. the high level delivery plans set out in the LOIP will be accepted as the priority plans for the current year;
- ii. for the 2018 LOIP, performance reporting will be based largely on a narrative assessment of progress with use of limited evidence based indicators and case studies to support this where they are available.
- iii. the LOIP will be reviewed in early 2019 and the opportunity will be taken to ensure a sharp focus on improving outcomes where partnership adds value and to ensure robust measurable plans linked to those outcomes are developed during the review to enable effective performance management; and
- iv. the commitment to partnership working is renewed and that partners will ensure appropriate priority and resourcing is provided for community planning to enable LOIP actions to be progressed timeously.

5. Locality Planning Update

A report by the Corporate Director (Corporate Services), Moray Council advised the Board of the progress of work on the locality plans proposed within the Moray 10 Year Plan (LOIP).

Ms Whitworth explained that the appendices were midway progress reports and further explained that as the work develops the consistency of the format will improve.

Following consideration the Board noted the progress and endorsed the planned next steps for work with communities to develop locality plans (as set out in Appendices 1 and 2).

6. Draft Poverty Strategy

A report by the Chief Executive, Moray Council asked the Board to consider and approve the Poverty Strategy.

Mr Burns apologised to the Board for updating members of Moray Council on the Strategy before the Board had had a chance to scrutinise it.

Councillor Morrison questioned whether Gypsy/Traveller families should be included in the list of priority population groups as listed on page 17 of the strategy.

In response, Mr Littlejohn informed the Board that the list of priority population groups was still in development and would add Gypsy/Traveller families and any other groups that the Board thought had been omitted.

Mr Findlay sought clarification on whether a breakdown of in work poverty figures for Moray and where Moray sits in relation to Scotland should be included.

Mr Burns indicated that those figures had been provided in the Poverty report

submitted to the Board at the April meeting and confirmed he would forward a copy of the report to Mr Findlay.

Following lengthy discussion, the Board:

- considered and approved the attached Strategy, subject to the changes discussed;
- noted that the Fairer Moray Forum (FMF) will lead the development of an action plan using the matrix approach set out in the Strategy. The development of the Action Plan will be a three step process:-
 - pre-population of the poverty matrix work has commenced on this process by a range of agencies and officers to identify through the FMF group;
 - a wide stakeholder workshop in January 2019 to review the pre-populated matrix and provide wider stakeholders to contribute additional details; and
 - a whole Community Planning Partnership event setting out the requirements of the action plan.

7. Proposed Dates 2019

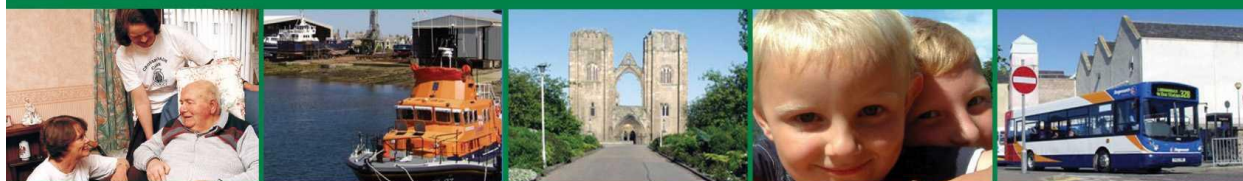
The proposed dates for the 2019 meetings were circulated and agreed by the Board.

The meetings will be held at 2.00pm on the following dates:

- 18 April 2019 – Training Room 2, Annexe
- 19 June 2019 – Training Room 2, Annexe
- 18 September 2019 – Inkwell, Elgin Youth Cafe
- 13 November 2019 – Inkwell, Elgin Youth Cafe

8. Items for the Attention of the Public

A press release to be written to promote the positive work which is on going with the Locality Plans.



Your Moray

REPORT TO: COMMUNITY PLANNING BOARD 18 APRIL 2019

SUBJECT: LOCALITY PLANNING UPDATE

BY: CORPORATE DIRECTOR (CORPORATE SERVICES) (MORAY COUNCIL)

1. REASON FOR REPORT

- 1.1. To advise the Board of progress of work on the locality plans proposed within the Moray 10 Year Plan (Loip) and seek agreement to extend the resources in place to support this work.

2. RECOMMENDATION

2.1. It is recommended that the Board:-

- i) notes the progress and endorses the planned next steps for work with communities to develop locality plans (as set out in APPENDIX A);
- ii) approves the extension of the post of Community Support Officer on 24 hours per week for an initial 6 months pending 2.13 below; and
- iii) requests a proposal comes forward to a future meeting on ongoing support and resourcing of the implementation and further development of community plans as part of the Loip.

3. BACKGROUND

- 3.1 The Community Empowerment Act 2015 places specific duties on Community Planning Partnerships around locality planning. Based on assessment of the data about the communities in Moray and the consultation and engagement work done by the Partnership, two areas have been identified for specific locality based work as part of the Local Outcomes Improvement Plan.

- 3.2 A locality plan under the Act is a plan to improve the outcomes in that area and it must clearly take account of the perspectives and ambitions of the local community.
- 3.3 As advised to the Board in November 2018, work has been taking place with local communities to advance locality planning in the two areas identified of New Elgin East and Buckie Central and East. Work has developed well with active engagement from individuals, groups and practitioners in both local areas. Both areas have progressed to identify a range of issues and are now working to develop draft actions plans. **Appendix A** provides an update on the actions that have taken place, outcomes to date and next steps.
- 3.4 The update shows that in Buckie Central East the outcomes of the community engagement work have been grouped into 4 themes: Connectivity, Educational Choices, Community Voice and Young People.
- 3.5 In New Elgin East the themes that are emerging are: Education and Employment, Community Involvement and Community Safety.
- 3.6 Practitioners from partner agencies have been involved throughout and moving forward will be involved in verification and prioritisation work including identifying where issues are already included in existing plans in order to avoid duplication and make connections across plans. The engagement oversight group that brings together engagement leads for children's services, adult services and Loip work has scheduled regular meetings in order to ensure this connection across the relevant plans and to prepare for moving to the implementation phase and linking governance arrangements.
- 3.7 As noted previously, support continues to be provided by the Scottish Centre for Community Development (SCDC) which will allow the learning from the two pilots to inform work in other localities in Moray and to feed into other national developments around place-based working. The Voice (Visioning Outcomes in Community Engagement) tool continues to be used to plan and monitor progress and will assist in the evaluation of the pilots.
- 3.8 Consideration now needs to turn to preparations for moving to an implementation phase and how the Partnership would wish to continue the development of community based Loip work. This raises the question of resourcing which is set out in section 4 below.

4. **SUMMARY OF IMPLICATIONS**

- 4.1 The allocation of specific resource to support the community engagement work required to develop locality plans has been crucial to enabling progress to be made. A full-time Community Support Officer was employed for 12 months and this expires in June 2018. The funding application to the Scottish Government Making Places Initiative was not successful in securing external funding.

- 4.2 Discussion at CPOG identified the need to consider the options for supporting implementation of locality plans and the development of further community based plans in more detail given the limited financial resources available to the Partnership. There is insufficient budget available to the partnership to fund a further 12 months of the CSO post (Cost of £48,150 against whole partnership budget of £31,850, which includes carry over and so is non-recurring).
- 4.3 In light of this, CPOG's view was that current arrangements should be extended for a period of up to 6 months to enable further consideration.
- 4.4 On review following the CPOG meeting, such an extension would substantially erode available budget and limit options beyond the initial 6 months. Therefore, to extend the time over which the budget can be spread and options that could be considered should no additional funding be possible, it has been proposed to put in place an extension of the temporary post of Community Support Officer with slightly reduced hours (24 per week). This would give the option of further part-time extension beyond the initial 6 months should that be deemed appropriate following further consideration. The budget implications of some illustrative options using the whole budget are noted below, although these are not exhaustive:

	1st 6 months	2nd 6 months	Total
Option 1	Full time 24075	Full time – 8 weeks only 7410	31,485
Option 2	Full time 24075	11 hours 7300	31,375
Option 3	24 hours 15940	24 hours 15940	31,880
Option 4	30 hours 20,000	18 hours 11,950	31,950

The current postholder is employed on full-time hours but has indicated that he would be prepared to continue in employment on the reduced hours proposed, although his preference would be for a longer period than 6 months. There is a risk that a short contract is not appealing and may lead to the need to recruit a new employee which would impact on the pace of progress until the new employee was in place and fully inducted.

- 4.5 As has previously been noted, while partners have a great deal of experience in community engagement and development, this is the first attempt to co-produce local area plans aimed at improving outcomes. As such it is a learning process and is not without risk. To manage this, partners are working jointly to share experience and skills and maximise the use of resources and are receiving support from SCDC.

- 4.6 As noted above, once plans are developed, it will be important to ensure that implementation and monitoring of progress is effective. Proposals require to be developed to put new arrangements in place for this purpose.

5. CONCLUSION

- 5.1. The approach to locality planning continues to be developed working closely with communities to ensure that their perspective informs the understanding of the issues to be addressed and the development of a locality plan for each area. So far, good progress is being made and the next stages are to finalise the draft plans and consider how to move to implementation and development of further community plans. This leads to consideration of resources and it is proposed to continue the employment of a temporary community support officer for 6 months while options are considered for the longer term.

Author of Report: Denise Whitworth

Background Papers: Previous report to the Board 5 February 2018

Ref:

**Buckie Central East & New Elgin East Locality Plan Pilot Update
March 2019**

Buckie Central East

Since the last update in January 2019, the following actions have taken place:

Results from the extensive community consultation have been analysed by the Research and Information Officer and fed back to the locality planning group. The outcomes have been grouped into 4 themes:

- i) **Connectivity** including transport, internet and paths;
- ii) **Educational Choices** including range of subject choices, lack of specialist teachers, how to encourage local people in to the teaching profession, how to promote Buckie out with the ASG area, how to highlight and promote the area as an attractive place to work for potential teachers from outside and within the area;
- iii) **Community Voice** including opportunities to volunteer, the promotion of existing community groups to continue working together as one community; and
- iv) **Young People** including raising aspirations, disruptive behaviour / bullying in school and increased opportunities for activities outside school.

Focus groups have met for 3 of the 4 themes identified and information gathered on what is already happening along with discussion around what needs to happen and who will do it. Focus group discussions and outcomes were reported to the Buckie Central East Working Group on 26th March.

Work will begin on drafting the Action Plan at the next meeting. Discussions will include determining what the plan will actually look like as well as ensuring community involvement in the design and content. Discussions will take place with colleagues leading the New Elgin East pilot to ensure, as far as possible, consistency in our approach to headings in the reports.

New Elgin East

Since the last update in January 2019, the following actions have taken place:

The local New Elgin East Working group, consisting of agency staff and residents, have continued to meet regularly since the last update. The focus of the discussions has revolved around what actions members believe could be implemented over the short to midterm to ensure the priorities identified locally are addressed. Identified priority outcomes have been grouped into the following themes:

- i) **Education & Employment** – employment opportunities, better pensions (support & advice), childcare , local training opportunities,
- ii) **Community Involvement** - links between schools and communities, more community spirit, more community led activities, better play equipment and sports facilities, affordable community activities
- iii) **Community Safety** – Get drugs off the street, road traffic improvements, improved parking, reduce anti-social behaviour, more housing options, tackle dog mess/seagulls

Each theme has had a specific focus group allocated to explore how best to action. A wide range of CP partners from key identified agencies have attended meeting to contribute to the discussion. The outcomes from the group sessions are in the process of being reported back at the most recent focus group.

A sub group has been formed and has met to discuss the layout and presentation of the plan. Discussions will take place with colleagues leading the Buckie Central East pilot to ensure, as far as possible, consistency in our approach to headings in the reports.

Scottish Community Development Centre – David Allan

David Allan was back in Moray and met with locality group members on 13th February and 13th March. Aim of the meetings was to self-reflect on the process so far, explore how best to start the prioritisation of the community consultation / engagement and start to look at what the Locality Plan may look like.

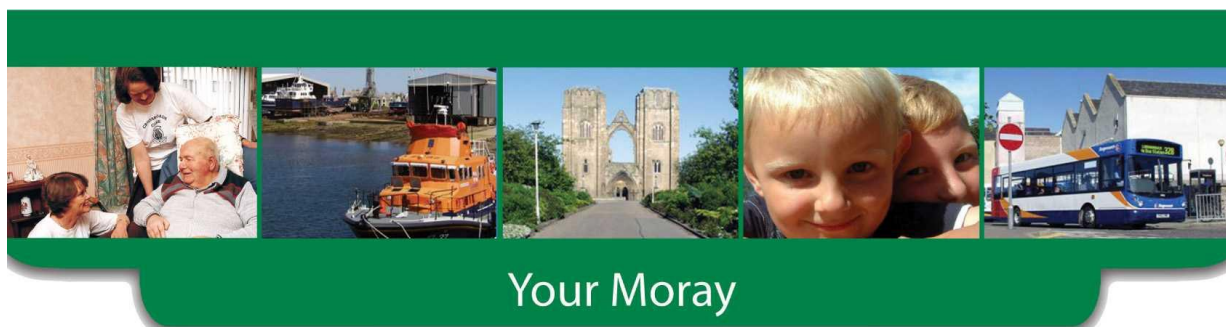
Also, on the 13th March, key facilitation staff such as CSU, Health & Social Care, LMGs met with David to reflect where we had got to in supporting the progression of the pilots as well as go through a scoring exercise of the National Standards For Community Engagement.

David also briefed those present that there will be a national get together of participants from the three other projects from across Scotland later in the year. An invite will be afforded to members of both locality groups. All expenses re travel and meals will be covered by SCDC.

Oversight Group

Met at the end of March following a break in meetings due to demands on strategic staff e.g. budgeting. In the meantime, lead engagement officers have met and produced a discussion report regarding clarification of roles between Locality Management Groups (LMGs), Adult Services and LOIP Locality Plan functions. This ties in with part nine and ten of the 10 Step Engagement Plan that the CSU have been applying to roll out the pilots on behalf of the partnership.

<p>Key Partner Facilitation</p> <p>CSU facilitated face to face updates to the following key stakeholder groups since the last update in January:</p> <ul style="list-style-type: none"> - Community Planning Officers Group MCPP. - Moray Council's Chief Management Team. - Moray Council's Senior Management team - Moray Councils Managers - All Moray Council Elected Members - CLD Strategy Group MCPP (included Lead HMIE Inspection Team.) - 1 x CSO and 1x Public Health Co-ordinator Moray Health & Social Care Managers Group. <p>Next Steps</p> <ul style="list-style-type: none"> - Both Buckie & Elgin locality group members are keen to be involved, not only in the contents of the plans, but in the actual design. - Oversight Group will work on options to clarify ownership, monitoring & evaluation, reporting structures on completion of the contents / design of the plan. - Draft Locality Plans to be presented to CPOG / CP Board. - SCDC to produce report for MCPP Board. - MCPP Board / CPOG require to address sustainability support (or not) to existing community members in the pilots of the two pilot areas. - MCPP Board to decide next steps for other areas, methodology to be used and what resources will be available to facilitate the engagement to produce additional plans.



REPORT TO: COMMUNITY PLANNING BOARD ON 18 APRIL 2019

SUBJECT: POVERTY STRATEGY AND PLAN

BY: DEPUTY DIRECTOR OF PUBLIC HEALTH, NHS GRAMPIAN

1. REASON FOR REPORT

- 1.1. The amended Moray Community Planning Partnership (MCP) Poverty Strategy and associated Moray Poverty Action Plan are presented for endorsement from the Moray Community Planning Partnership Board.

2. RECOMMENDATION

- 2.1. **It is recommended that the Board (a) endorse the Poverty Strategy and Moray Poverty Action Plan and (b) endorse the Fairer Moray Forum's (FMF) continued delivery against these on behalf of Moray CPP.**

3. BACKGROUND

- 3.1. FMF have developed the MCP Poverty Strategy and associated Moray Poverty Action Plan as agreed at the MCP officers' group meeting of 29 March 2018.
- 3.2. The draft Moray Poverty Strategy was submitted to the MCP Board meeting of 8 November 2018, where it was supported subject to agreed minor amendments, which have now been made.
- 3.3. FMF have developed terms of reference (**APPENDIX I**) detailing the arrangements for delivering the Moray Poverty Action Plan under the auspices of Moray CPP.

4. **CONCLUSION**

- 4.1. The MCPP Poverty Strategy and Poverty Action Plan (**APPENDIX II**) is fully compliant with the statutory duties placed upon The Moray Council and NHS Grampian by the Child Poverty (Scotland) Act 2017. Together they will inform the annual Child Poverty Action Report required by the legislation.

Author of Report: Chris Littlejohn, Deputy Director of Public Health

Background Papers: FMF ToR, MCPP Poverty Strategy and Poverty Action Plan

Ref:

Fairer Moray Forum (CPP Poverty Strategy & Action Plan) Terms of Reference

Introduction

The Fairer Moray Forum (FMF) is a collaborative partnership comprising third sector and public authority partners in Moray. FMF seeks to coproduce solutions to the existence of poverty in Moray.

At its meeting of 29 March 2018, the Moray Community Planning Partnership (MCP) Officers Group (CPOG) agreed that FMF would lead the development of the Moray Poverty Strategy on behalf of the Moray Community Planning Partnership (MCP).

The resulting draft Moray Poverty Strategy was submitted by CPOG to the MCP Board meeting of 08 November 2018, where it was supported subject to agreed minor amendments. The strategy's proposal for the FMF to develop the Moray Poverty Action Plan was supported.

Purpose and Scope

FMF will lead development of the Moray Poverty Action Plan, in accordance with the Moray CPP Poverty Strategy, based on the principles of coproduction. The Moray Poverty Action Plan will identify the priority actions required by organisations and services across Moray, including those to be progressed by the committees of the Moray CPP.

FMF will include The Moray Council (TMC) and NHS Grampian child poverty leads in the development of the Moray Poverty Action Plan, so as to ensure that it meets the statutory requirements for a Local Child Poverty Action Plan set out in the Child Poverty (Scotland) Act 2017. TMC and NHS Grampian's statutory duties under the Act will therefore be incorporated within the Moray Poverty Action Plan.

Membership

Membership is open to all third sector and public authority organisations and services. Current representation includes:

Organisation / service	Representative (* denotes CPOG members)
DWP	Jane Munro, Employer and Partnership Manager
Elected members	Richard Lochhead MSP Shona Morrison, Convener The Moray Council
Health and Social Care Moray	Laura Sutherland, Acting Health and Wellbeing Lead
Moray CAB	Mary Riley, Manager/ Eileen Morrison
Moray Foodbank	Mairi McCallum, Project Manager Kathy Ross,* Chair/ CEO Nick Taylor, Board Member
NHS Grampian	Chris Littlejohn,* Deputy Director Public Health
REAP	Ann Davidson, Manager
TMC	Richard Anderson, Director of Housing/Fiona Geddes Norma Matheson, Benefits Manager (Corporate Services) (Vacant) Education and ICS (Child Poverty lead)
TSI Moray	Fabio Villani,* Chief Officer

Chair

FMF meetings are co-chaired by Chris Littlejohn, Deputy Director of Public Health and Kathy Ross, Chief Executive of Moray Foodbank.

Meeting Format

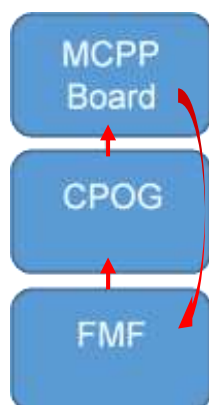
FMF will meet at least quarterly. Meetings are usually held at TMC.

Governance

As a delivery group within statutory community planning partnership structures, FMF will receive guidance from MCPP Board in regards of the Moray CPP Poverty Strategy and Action Plan. MCPP Board will provide guidance to FMF via CPOG.

FMF will report to CPOG with regard to the Moray CPP Poverty Strategy and Action Plan, via the CPOG members of FMF.

CPOG will report against the Moray CPP Poverty Strategy and Action Plan to MCPP Board.



FMF will seek and receive quarterly progress updates against the Moray CPP Poverty Action Plan. FMF will provide an annual poverty progress report to Moray CPOG by the end of April each year.

CPOG will ensure that the annual poverty progress report is sent to TMC and NHS Grampian child poverty leads, so as to inform their statutory joint annual child poverty action report to Scottish Government.



A strategy and action plan for preventing, mitigating and undoing poverty in Moray

Incorporating the statutory requirements of the Child Poverty (Scotland) Act 2017 and the local implementation of *Every Child, Every Chance*

2018 – 2021

FOREWORD

CONTENTS

Foreword	2
Executive Summary	4
Introduction	5
A future Moray free from poverty	9
Poverty in Moray today	11
Strategic priorities to realise the future	15
A strategic framework for tackling poverty in Moray	17
Measuring success	19
Appendix 1 – target definitions	21
Appendix 2 – data sources	23
Moray Poverty Action Plan	25

EXECUTIVE SUMMARY

Moray is a great place to live with relatively low unemployment, an enviable natural environment, low levels of crime and good public services. On average Moray's population experiences a good standard of living, skills and wellbeing.

However, Moray also has:

- a sizeable minority experiencing poverty
- a low wage economy and a reliance on a small number of industries, reducing economic diversity
- noticeable variation in attainment at school
- young people who leave for higher education and don't return
- less favourable outcomes in some smaller communities in Moray
- challenges in making all services accessible due to its rurality
- public sector financial constraints

Moray Community Planning Partnership (MCP) is the multi-agency strategic partnership that brings together public agencies, the third sector and community representatives to work together to improve the lives of the people of Moray.

This MCP strategy sets out its agreed approach to tackling poverty and meeting the statutory duties set out in the Child Poverty (Scotland) Act 2017 through the *Local Outcomes Improvement Plan* (LOIP).

The strategy draws on work by the Joseph Rowntree Foundation and the Scottish Government to set out an 'ideal' vision of the future – what Moray would be like if poverty was prevented. Local research is then presented in contrast to this, allowing the strategic "gaps" between vision and reality to be identified. This allows for the development of a framework by which a practical action plan will be developed and implemented across Moray.

The framework consists of identified priority population groups (e.g. lone parents), cross-referenced against a set of priority actions (e.g. affordable childcare), and acknowledges the role of a range of existing strategic groups for leading change.

The framework will be used to co-produce the practical action plan, with progress reporting through MCP officers group, and informing the statutory child poverty annual reporting to Scottish Government.

Chapter 1 INTRODUCTION

Poverty is when a person's resources are well below their minimum needs, including the need to take part in society
– The Joseph Rowntree Foundation

Moray Community Planning Partnership (MCP)

Moray Community Planning Partnership (MCP) is the multi-agency strategic partnership that brings together public agencies, the third sector and community representatives to work together to improve the lives of the people of Moray.

Moray

For many people, Moray is a great place to live with relatively low unemployment, an enviable natural environment, low levels of crime and good public services. On average Moray's population experiences a good standard of living, skills and wellbeing.

However, Moray also has:

- a sizeable minority experiencing poverty
- a low wage economy and a reliance on a small number of industries, reducing economic diversity
- noticeable variation in attainment at school
- young people who leave for higher education and don't return
- less favourable outcomes in some smaller communities in Moray
- challenges in making all services accessible due to its rurality
- public sector financial constraints

MCP therefore recognises the existence of inequality, deprivation and poverty in Moray and agreed the strategic importance of addressing these through the *Local Outcomes Improvement Plan* (LOIP).

Poverty

Poverty is defined against the reasonable expectation that everyone should be able to meet their basic needs, which includes the need to be able to participate as a citizen and member of society. The Joseph Rowntree Foundation (JRF) identifies six forms of poverty:

1. child poverty
2. working age poverty
3. later life poverty

Chapter 1 INTRODUCTION

4. poverty in those living with additional challenge
5. poverty associated with rising costs (including food and fuel poverty)
6. geographical poverty

People can move in and out of poverty over time, or they can remain in persistent poverty over time. Between 2011 and 2015, almost one in ten people in Scotland were in poverty for three or more of the last four years.¹ Living with financial poverty can create a poverty of hope, a poverty of expectation, and a poverty of aspiration.

JRF has further defined **destitution** as lacking two or more of shelter, food, heating, lighting, clothing and footwear, or basic toiletries during the past month due to an inability to afford them. In 2015, over 1.25 million people in the UK were destitute and a quarter of these were children.²

Children have no choice over the wealth of the family they are born in to. Poverty is therefore unfair. We want to see a Moray where children's attainment, communities' safety, people's ability to participate in society, people's health, and the local economy is not undermined and negatively affected by poverty. We want to see a Moray where everyone has the chance to reach their potential, to make a positive contribution, and to raise a family free from worries about cold and hunger.

Strategic context

The Child Poverty (Scotland) Act 2017³ places statutory duties on Local Authorities and Health Boards to reduce child poverty across Scotland. The Act sets out interim and final targets to be achieved by 2023 and 2030 respectively:

- less than 18% / 10% of children will be living in relative poverty;
- less than 14% / 5% of children will be living in absolute poverty;
- less than 8% / 5% of children will be living with combined low income and material deprivation; and
- less than 8% / 5% of children will be living in families living in persistent poverty

¹ Scottish Government, *Persistent Poverty in Scotland 2010-2015*

² Joseph Rowntree Foundation, *Destitution in the UK* - 2016

³ <http://www.legislation.gov.uk/asp/2017/6/enacted>

Chapter 1 INTRODUCTION

Definitions of these terms are set out in the Act (see appendix 1). The MCPP poverty strategy is fully aligned with the statutory duties placed on The Moray Council and NHS Grampian.

Taking a strategic approach to tackling poverty in Moray

This document sets out the strategic approach MCPP will take to prevent, mitigate and undo poverty in Moray. It has been developed by the *Fairer Moray Forum* with and on behalf of MCPP.

Chapter two sets out an ‘ideal’ vision of the future – what Moray would be like if poverty was prevented. Chapter three sets out the current situation in Moray. Chapter four draws out the “gaps” between chapters two and three, identifies the key strategic areas requiring attention, and how the actions in the Scottish child poverty delivery plan⁴ align to these.

Chapter five sets out a clear framework by which a practical action plan will be developed and implemented across Moray, within which the statutory requirements of the Child Poverty (Scotland) Act 2017 and the local implementation of *Every Child, Every Chance* will be met.

Chapter six sets out how success will be measured.

⁴ <https://www.gov.scot/Publications/2018/03/4093>

Chapter 2 A FUTURE MORAY FREE FROM POVERTY

An affluent Moray for all

Between them, the Scottish child poverty delivery plan and the JRF report *We Can Solve Poverty* present a series of solutions to the six types of poverty.^{5,6} By summarising these, a picture of a fairer, more affluent Moray can be envisioned.

A Moray without child poverty

In a Moray without child poverty, all parents would have access to employment that provided a living wage; a social security system that provided sufficient income in the event of sickness, disability or redundancy; and an economy which ensured life's essentials were affordable.

There would be easy access to high-quality, flexible and affordable childcare regardless of income, supporting parents to remain in work and providing children with valuable pre-school development. Effective parenting would be supported, and mental wellbeing would be prioritised, particularly in the event of parental separation.

In schools, every pupil would be supported to succeed regardless of their household income or the average household income in their school's catchment area. All young people would leave school with the support, advice, skills and confidence to move successfully into education, training or the labour market and towards independence.

A Moray without working age poverty

In a Moray without working age poverty, all working age adults would be supported to gain the skills and capabilities to find a suitable job, and to progress once in work. All employment would offer fair work, in terms of a Living Wage, greater job security and opportunities for progression. All working-age people would be able to afford to save and contribute to a pension fund. The social security system would incentivise work and increasing hours, while supporting people in and out of work to escape poverty.

⁵ <https://www.gov.scot/Publications/2018/03/4093>

⁶ www.jrf.org.uk/report/we-can-solve-poverty-uk

Chapter 2 A FUTURE MORAY FREE FROM POVERTY

A Moray without later life poverty

In a Moray without later life poverty, all older adults would have savings and/or pension fund. All older people would be taking up all the financial supports for which they were eligible. Older disabled people would have access to social security payments which reflected the additional costs of disability and care needs.

A Moray without ‘additional challenge’ poverty

In a Moray without poverty, extra efforts would be made to identify and support those living with additional challenges. Holistic support services would be available to reach and support families with a lone parent, with a disabled adult or child, with a child under one year old, with a younger mother, or with a minority ethnic background; looked after children and young people leaving care; people experiencing homelessness; and people living with mental health difficulties. They would be providing the necessary supports to help people maximise their potential, and secure housing, employment, training and income.

A Moray without cost-associated poverty

In a Moray without cost-associated poverty, infrastructure businesses would not apply a poverty premium to those with lower incomes. Those businesses would in fact offer the best deals to those with lower incomes. There would be enough genuinely affordable housing, and energy efficiency programmes would have reduced energy bills.

A Moray without geographical poverty

In a Moray without geographical poverty, communities would be supported to create and implement locally-led solutions and build pressure for larger change.

National, regional and local leaders would be setting a clear vision and co-ordinating efforts across sectors.

'Anchors' – the large employers and spenders in a place – would be using their purchasing power and networks to connect to local businesses and neighbourhoods. They would invest in fair work practices, sharing their business success with their workforce through providing job security, training and good working conditions, enabling a balanced economy to flourish.

Chapter 3 POVERTY IN MORAY TODAY

Moray today

This chapter sets out the available data on poverty in Moray today, against the vision set out in chapter two. It confronts us with the reality of life in Moray today and begins to help us see where we can work together to make life better for everyone. Public and third sector staff working in all services, at all levels, each have an invaluable role to play.

Child poverty exists in Moray today

Recent estimates identify 3,049 children living in relative poverty in Moray.⁷

This represents one child in six (17%). This is lower than the interim target of 18% in the child poverty act, but higher than the ultimate target of 10%.

Women earn less than men in Moray – and are more likely to be lone parents

Women working fulltime earn £430 per week, compared to men working fulltime who ear £540 per week.⁸

Nearly one in three (29%) women work part-time in Moray, compared to one in thirty-three men (3%).

Women's lower wages and fewer working hours increase the risk of poverty for women, and nine out of ten (90%) lone parents in Scotland are women.⁹

School attainment is not equal

Pupils living in poorer communities in Moray generally do less well at school than those in the more affluent areas.¹⁰

Unemployment is low in Moray...

Four out of five adults (78%) work in Moray.¹¹

⁷ End Child Poverty, <http://www.endchildpoverty.org.uk/poverty-in-your-area-2016/> – November 2016

⁸ ONS, *Annual Survey of Hours and Earnings* – 2007-2016

⁹ Scottish Government, *Equality characteristics of people in poverty in Scotland* - 2015/16

¹⁰ SIMD - 2016

¹¹ NOMIS - 2017

Chapter 3 POVERTY IN MORAY TODAY

Fewer than one thousand adults are claiming out-of-work benefits in Moray (less than 2% of the working age population).

One in twenty adults are claiming Employment Support Allowance and Incapacity Benefit (5% of the working age population).

...but not all employment provides a living wage

One in four employees (25%) in Moray earn less than the 'real living wage'.^{12,13}

People earn less in Moray than the national average. The average full-time wage in Moray in 2016 was £498 per week, compared with £548 for Scotland.¹⁴ Average wages are influenced by seasonal employment in sectors such as manufacturing and tourism, where earning can vary significantly across the year. Seasonal employment also limits job security and associated benefits, which makes it more difficult to save and contribute to a pension.

There is a higher rate of part-time employment than nationally (38% versus 33%).¹⁵

Most families receiving tax credits are in work.¹⁶

Not everyone has qualifications

Over one in four adults in Moray have no qualifications. There is geographical variation, ranging from around one in ten (11%) with no qualifications in Kinloss to over one in three (37%) in Keith and Dufftown.¹⁷

Moray's population is ageing

One in five adults are of retirement age.¹⁸

One in seven retirees are in receipt of pension credits.¹⁹

¹² <http://scottishlivingwage.org/> - £8.75 per hour as at November 2017

¹³ [ONS - ASHE](#)

¹⁴ *NOMIS* – July 2016-June 2017

¹⁵ *ONS* - 2016

¹⁶ HM Revenues and Customs, *Personal Tax Credits: Finalised Award Statistics* – August 2015 figures, published November 2017

¹⁷ NHS Health Scotland, *Lone parents in Scotland* - November 2016

¹⁸ Research Information Officer; *Growth Bid – Moray – Supplementary Information* – Aug 2017

¹⁹ Department for Work and Pensions - May 2017

Chapter 3 POVERTY IN MORAY TODAY

An aging population and a low wage economy increase the need for a preventive approach for the future.

People facing additional challenges require more help

Looked after children do less well at school.²⁰ Fewer than one in six achieve level five literacy and numeracy at secondary school. Fewer looked after children go on to further education, training or employment after school.

Disability is a known obstacle to employment, with less than half of adults with a disability are in employment.²¹ Disability is associated with poverty.²²

The most affordable housing in Moray is council housing, on average under half the cost of private rentals.²³ Around three hundred households present as unintentionally homeless each year in Moray.²⁴ The council housing waiting list is over three thousand and rising.²⁵

Poverty and poor mental health are related. Suicide rates are higher in more deprived populations.²⁶ Suicide is more common in Moray than nationally.²⁷

One in five households have no access to a car.²⁸

Food and fuel are prohibitively expensive for some households

Increasing numbers of people are seeking help from Moray food bank. Over two thousand people sought help last year.²⁹

Nearly half of households in Moray are experiencing fuel poverty, with one in ten experiencing 'extreme fuel poverty'.³⁰

²⁰ Research Information Officer: *stats provided* – December 2017 and January 2018 (email)

²¹ *Annual Population Survey* - 2016

²² Scottish Government, *Equality characteristics of people in poverty in Scotland* - 2015/16, June 2017

²³ Scottish Housing Regulator, *Landlord Report Moray Council* - 2015/16

²⁴ Research Information Officer: *stats provided* – December 2017

²⁵ Moray Council, *Homelessness in Moray Annual Report* - 2016/17

²⁶ ScotPHO, *Suicide: Deprivation* - 07.09.17

²⁷ Moray Health Profile 2015 (five year average)

²⁸ *Census* - 2011

²⁹ <https://www.pressandjournal.co.uk/fp/news/moray/elgin/1356831/surge-in-demand-at-moray-food-bank/>

³⁰ Housing Strategy and Development Manager: *stats provided* – December 2017 (by email)

Chapter 3 POVERTY IN MORAY TODAY

Where people live matters

The experience of poverty is not equally distributed across Moray.

In some neighbourhoods the number of children living in poverty is less than one in twenty (<5%); in other neighbourhoods it is as high as one in five (20%).³¹

While over one thousand school pupils (P1 to S3) received means tested free school meals last year, some neighbourhoods have much higher proportions of children receiving free school meals than others.³²

³¹ *Community Planning Outcomes Profile Tool*

³² <http://www.gov.scot/Topics/Statistics/Browse/School-Education/SchoolMealsDatasets/schmeals2017>

Chapter 4 STRATEGIC PRIORITIES TO REALISE THE FUTURE

Key strategic themes

The analysis of Moray's status set out in chapter three was informed by the vision set out in chapter two. By comparing current and future states, the strategic themes for tackling poverty become clearer.

For Moray these are:

- geographical 'pockets' of relative poverty and 'invisible' rural poverty
- variation in school attainment by place and family background
- variation in qualifications and skills
- low wage employment
- ensuring full uptake of social security rights
- high costs of living (food, fuel, housing, transport)

These themes can be particularly pronounced for single parents, people living with disabilities, families who have three and more children, people of a minority ethnic background, families who have an infant under the age of one, younger mothers under the age of 25, people who are homeless, and people experiencing mental health difficulties.

These themes are consistent with the requirements to report on actions to address income from employment, income from social security, and the cost of living in annual child poverty reports to Scottish Government.

Links to the Local Outcome Improvement Plan (LOIP)

Existing and planned arrangements through MCPP, combined with actions announced in the Scottish Government child poverty delivery plan (*every child, every chance*), provide opportunities to strategically address the challenge of poverty in Moray.

- Locality plans will work with communities experiencing relative poverty to coproduce priorities and solutions
- Integrated Children's Services arrangements will strategically develop systems across public services that look for and identify

Chapter 4 STRATEGIC PRIORITIES TO REALISE THE FUTURE

those experiencing poverty, to allow the delivery of additional support to them

- The Moray Economic Partnership will address training, skills, qualifications and fair work
- Devolved social security responsibilities will ensure maximum uptake of people's rights
- Community Justice, Alcohol & Drug Partnership, adult protection, child protection and gender-based violence strategic planning groups will identify people at high risk of poverty, to allow the delivery of additional support to them
- *Every child, every chance* sets out new resources to address domestic energy efficiency, provide income maximisation and poverty premium avoidance advice, affordable credit, and an NHS 'healthier, wealthier children' programme targeting pregnant women and families with children at risk of or experiencing poverty
- Fairer Moray Forum includes stakeholders with front-line experience of working with people experiencing poverty and will ensure that all strategic plans are informed by realistic and practical actions.

Chapter 5 A STRATEGIC FRAMEWORK FOR TACKLING POVERTY IN MORAY

Developing an action plan

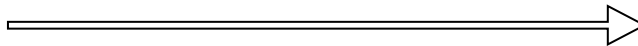
Fairer Moray Forum will lead the development of a whole-system action plan, based on the identified strategic priorities, reporting to MCPP. The plan will be developed by using a matrix to cross-reference priority actions against priority population groups.

Priority population groups



- Lone parents
- Nursery age children
- Primary school pupils
- Secondary school students
- Looked after children
- Care leavers
- Large families (3+ children)
- Minority ethnic families including gypsy travellers
- Pregnant women
- Families with infants under 1
- Families with disabled children
- Families with younger mothers (aged under 25)
- Adults with disabilities
- Children with mental health problems
- Adults with mental health problems
- People experiencing homelessness
- Adults without qualifications
- Retired adults

Priority actions



- free / affordable childcare provision
- free / affordable out of school childcare provision
- school holiday meals
- school uniforms
- parenting support
- mental health support
- school attainment
- support into employment
- skills and training support
- access to the real living wage
- ensuring social security uptake
- provision of financial advice
- internet access
- affordable credit
- affordable housing

Chapter 5 A STRATEGIC FRAMEWORK FOR TACKLING POVERTY IN MORAY

- energy efficient homes
- affordable energy
- affordable food
- affordable sanitary products
- affordable transport

Each cell of the matrix will identify:

- The relevance of the priority action to the priority population group
- How are eligible individuals and families identified and who coordinates the response to their needs
- What is currently available and where is it provided
- What is additionally required, where
- Which strategic plan(s) is best placed to progress the action(s)

For example, one cell in the matrix will cross-reference looked after children with school attainment:

	SCHOOL ATTAINMENT
LOOKED AFTER CHILDREN	<p>Relevant: yes</p> <p>How are they identified: ...</p> <p>Who coordinates the response to their needs: ...</p> <p>Current actions: ...</p> <p>Additional actions required: ...</p> <p>Strategic home(s): ...</p>

The completed matrix will allow differentiation between:

- actions already in place in existing strategic plans
- actions already in place, but not in an existing strategic plan
- actions that should be in place in an existing strategic plan, but aren't
- actions that should be in place, but not in an existing plan, but aren't

The MCPP poverty plan will then comprise two sections:

1. a set of new or existing actions to be taken forward through other existing strategic plans
2. a set of new or existing actions to be taken forward through the new poverty action plan

Chapter 6 MEASURING SUCCESS

Annual poverty reporting

The Moray Council and NHS Grampian have a statutory duty to provide a child poverty report to Scottish Government each year.³³ The proposed reporting date is 30 June each year, with the first report due by 30 June 2019. Scottish Government recognises that Community Planning Partnerships may be the relevant strategic body to coordinate and collate the relevant data and information.

Scottish Government also acknowledge that Child Poverty Reports will likely cross-reference with Children's Services Plans reports in respect of actions and outcome measures for child poverty.

Child poverty reports must differentiate between actions taken during the year that will:

- a) reduce poverty between now and 2030
- b) not reduce poverty before 2030 but has a potentially longer-term preventative outcome
- c) not reduce poverty before 2030 but will improve wellbeing of families experiencing poverty now

A set of robust, reliable and repeated measurements are required to monitor and evaluate the impact of the poverty plan over time. The child poverty delivery plan identifies a range of data sources that are helpful in assessing child poverty locally, but only data that is gathered repeatedly and consistently will allow progress to be tracked.

The main aim of the legislation is to reduce poverty, not just to mitigate against it. There is therefore an expectation that the priority actions are those that directly address the causes of poverty (income, cost of living) and their primary drivers (skills and qualifications; available, high-wage employment; affordable childcare and transport; access to affordable credit; internet access; savings and assets; benefit uptake) and secondary drivers (hours of work; housing costs; debt; benefit levels; benefit reach).

The child poverty delivery plan outlines plans for a Scottish poverty and inequality research unit. Clarification will be sought as to whether local authority prevalence data will be calculated centrally for children living in relative poverty, in absolute poverty, with combined low income and material deprivation; and in persistent poverty.

³³ <https://beta.gov.scot/publications/local-child-poverty-action-report-guidance/>

Chapter 6 MEASURING SUCCESS

The child poverty delivery plan also sets out data available at local authority level, which could be used by MCPP for evaluation purposes:

Take-up of benefits	Healthy Living Survey – Uptake of free school meals
Hourly pay	Annual Survey of Hours and Earnings – Employees paid less than the Living Wage
Hours worked per household	Annual Population Survey – Employment, unemployment and economic inactivity rates, reasons for inactivity, willingness to work, work pattern (part-time/full-time), underemployment, temporary contract
Skills and qualifications	Annual Population Survey –Qualifications and occupational skill level of working age adults School attainment and school leaver destinations
Availability of affordable accessible transport and childcare	Summary statistics for schools in Scotland - Uptake of funded early learning and childcare entitlement Availability and frequency of bus service , (by data zone) Mode of transport people use to get to work Scottish Household Survey – Satisfaction with public transport Scottish Household Survey – average monthly spend on car fuel*
Housing costs	Registers of Scotland House Price Statistics Affordable Housing Supply Programme statistics Scottish Household Survey – Average monthly spend on mortgage, average spend on rent, difficulties paying mortgage or rent in past 12 months*
Other costs of living	Scottish House Condition Survey – fuel poverty Scottish Household Survey – average spend on heating fuel, method of paying for fuel (e.g. pre-payment meter)*
Debt	Scottish Household Survey – not managing well financially, owing money on credit, charge or store cards*
Enablers	Scottish Household Survey – internet access, savings, use of high cost credit methods*

* Items marked with an asterisk show where local authority breakdowns are not currently published, but there are plans to make them available via the Scottish Government's Open Data website <http://statistics.gov.scot/>

A final set of outcome measures will be agreed and reported against to MCPP and Scottish Government.

APPENDIX 1 TARGET DEFINITIONS

Source: annex B of the annual child poverty reporting guidance.³⁴

1. Less than 10% of children are in relative poverty

Description of measure: Relative poverty measures the proportion of children living in households with incomes below 60% of the median (middle) UK income in the current year.

Rationale for the target: This measure of poverty recognises that individual and household needs are relative to societal standards of living and measures whether the incomes of the poorest households are keeping up with growth in average (middle) incomes in the current year.

Data source: The data used to measure this comes from the Family Resources Survey (FRS) and associated Households Below Average Income (HBAI) dataset. These provide the best source of household income data at a Scotland (and UK) level. <https://www.gov.uk/government/collections/family-resources-survey--2>

2. Less than 5% of children are in absolute poverty

Description of measure: The number of children living in households below 60% of the median UK income in 2010/11, adjusted for inflation.

Rationale for the target: Assessment of whether living standards at the bottom of the income distribution are rising or falling (keeping pace with inflation) irrespective of those elsewhere in the income distribution.

Data source: As for the relative poverty measure, the data used to measure this comes from the Family Resources Survey (FRS) and associated Households Below Average Income (HBAI) dataset. <https://www.gov.uk/government/collections/family-resources-survey--2>

3. Less than 5% of children are in combined low income and material deprivation

Description of measure: The number of children living in households with incomes below 70% of the median UK income AND going without certain basic goods and services (such as a warm winter coat, a holiday away from home, money to replace worn out furniture etc.)

Rationale for the target: Enables an assessment of a household's ability to use resources to buy essentials as well as of the income coming into the household.

Data source: The data used to measure this comes from the Family Resources Survey (FRS) and associated Households Below Average Income (HBAI) dataset. <https://www.gov.uk/government/collections/family-resources-survey--2>

³⁴ <https://beta.gov.scot/publications/local-child-poverty-action-report-guidance/>

APPENDIX 1 TARGET DEFINITIONS

4. Less than 5% of children are in persistent poverty

Description of measure: The number of children who have lived in relative poverty in 3 or more of the last 4 years.

Rationale for the target: Living in poverty for a significant period of time is more damaging than brief periods spent with a low income.

Data source: The data used to measure this comes from Understanding Society which is a longitudinal survey meaning that it tracks the same individuals over time – necessary for measuring persistent poverty. <https://www.understandingsociety.ac.uk/>

APPENDIX 2

Poverty profile: understanding poverty in Moray - February 2019

Key Statistics	Moray	Scotland
Population ³⁵	95,780	5,404,700
Population: % under 16 (2017 mid-year estimate)	17%	17%
Population: % working age ³⁶	62%	64.4%
Population: % pension age	20.3%	14.3%
Population qualified to SVQ4 and above ³⁷	35.7%	43.9%
Population qualified to SVQ2 and above	74.4%	75.9%
Population with no qualifications	10.2%	8.7%
Businesses	3,195	174,730
Children and families		
Child living in poverty	17%	22%
Children in working households receiving child and / or working tax credit ³⁸	5,000	306,500
Children in out of work households receiving tax credits HMRC Dec 17	2,100 1,600	173,700 158,100
Lone parent	6%	7%
Number of P1- S3 school pupils eligible for free school meals ³⁹	1059 (9%)	(11%)
Working age people		
% economically active ⁴⁰	77.2%	77.6%
+% aged 16-64 who are self-employed	11.7%	8.2%
Estimated % of residents earning below the living wage ⁴¹	27.4%	18% 19.4%
Average (Median) hourly wage levels residents (FT)	£13.04	£14.01
Average gross weekly wage (FT)	£527.2	£562.7
Earnings by place of Residence		
% of employed working part-time ⁴²	40%	33.9%
Out of work		
% all out of work benefits ⁴³	2.2%	2.8%
ESA and incapacity benefits	5.5%	7.8%
Carers' allowance	1.4%	1.7%
Pensioners		
% pensioners receiving pension credit ⁴⁴	11%	16%

³⁵ 2017: Mid-year estimate National Records of Scotland

³⁶ 2017: NOMIS based on ONS mid-year population estimates

³⁷ Jan 2017- Dec 2017: NOMIS based on ONS annual population survey

³⁸ HMRC Dec 2017

³⁹ All P1 – P3 pupils receive FSM. This figure relates to those how receive means tested FSM.

⁴⁰ 2017: NOMIS

⁴¹ 2018: ASHE

⁴² 2017: NOMIS –ONS Business Register and Employment Survey

⁴³ December 2018: NOMIS

⁴⁴ May 2018: DWP (assumes pensioners are in age group 65 years old and above)

DRAFT

Moray Poverty Action Plan

Incorporating the statutory requirements of the Child Poverty (Scotland) Act 2017 and the local implementation of *Every Child, Every Chance*

2018 – 2021

DRAFT

Moray Poverty Action Plan

Forward

For many people, Moray is a great place to live with relatively low unemployment, an enviable natural environment, low levels of crime and good public services. On average Moray's population experiences a good standard of living, skills and wellbeing.

However, Moray also has:

- a sizeable minority experiencing poverty
- a low wage economy and a reliance on a small number of industries, reducing economic diversity
- noticeable variation in attainment at school
- young people who leave for higher education and don't return
- less favourable outcomes in some smaller communities in Moray
- challenges in making all services accessible due to its rurality
- public sector financial constraints

MCCP therefore recognises the existence of inequality, deprivation and poverty in Moray and agreed the strategic importance of addressing these through the Local Outcomes Improvement Plan (LOIP).

In order to support this, a Poverty Strategy was developed by Fairer Moray Forum, on behalf of the Moray community Planning Partnership. While Moray Council and NHS Grampian has a legislative duty to develop a Child Poverty Action Plan, in Moray, it was agreed that, in order to address Child Poverty, an all age approach was required, which will have increasing impact and benefit as time goes on.

Information has been collated from partners across the community for the development of both the Strategy and the action plan. Collating this, using three poverty drivers, eight strategic outcomes with twenty-six discrete actions have been developed.

POVERTY DRIVER – Raising income from employment

STRATEGIC OUTCOME 1

Young people from lower-income families and those with Care Experience are targeted for additional support to ensure their access to higher education / further education / vocational training

STRATEGIC OUTCOME 2

There is employment which pays a fair wage as minimum and offers realistic sick pay, holidays and contracts

STRATEGIC OUTCOME 3

All looked after children and young people leaving care receive personalised support if wanted, and all services know where and how to refer them

STRATEGIC OUTCOME 4

Everyone can access support, training and development to gain higher paid employment

POVERTY DRIVER – Reducing the cost of living

STRATEGIC OUTCOME 5

Children from lower-income families can access stigma-free support, including: free access to computers and books, contribution-free access to subjects (e.g. home economics), associated learning (e.g. school trips), and extra-curricular activities (e.g. school dances)

STRATEGIC OUTCOME 6

People with low incomes can access free or affordable childcare, credit, energy/energy efficiency, food, housing, out of school/holiday child, sanitary products and transport.

STRATEGIC OUTCOME 7

Eligible and vulnerable parents are supported with the additional cost of their child being in a neo natal unit.

POVERTY DRIVER – Increased uptake of social security

STRATEGIC OUTCOME 8

Everyone is informed of their right to relevant social security benefits and signposted or referred to free financial support services

POVERTY DRIVER - Raising income from employment

STRATEGIC OUTCOME 1					
Young people from lower-income families and those with Care Experience are targeted for additional support to ensure their access to higher education / further education / vocational training					
ACTIONS	Who action is carried out by (lead)	Resources allocated	How impact has/will be assessed	Timescale for action	Group targeted (see key at end)
1.1 PEF guidance will be reviewed over the next six months and reissued to schools by the end of 2019	<i>Head of Schools and Curriculum, Moray Council in partnership with Northern Alliance Poverty and Attainment Lead.</i>	In-kind (e.g. staff time)	Updated PEF guidance will be shared with Fairer Moray Forum (FMF) by 12/2019	by 12/2019	1-10
1.2 (a) Schools will be supported to identify poverty related issues specific to their school by summer 2019 (b) schools will have actions plans to address their poverty-related issues by September 2019) (c) schools will share their action plans with FMF by end 09/2019 (d) schools will review and refresh their action plans at the start of the financial year 2020/21	<i>Attainment Adviser, Scottish Government Northern Alliance Poverty and Attainment Lead</i>	In-kind (e.g. staff time) Government PEF funding Clothing Grants	Schools poverty-related issues action plans will be shared with FMF by end of 03/2020 e.g. Uptake of Clothing Grants; Number/% of children eligible for free school meals (P1-3); Uptake of free school meals (P1-3); Positive Destinations	(a) by 07/2019 (b) by 09/2019 (c) by 09/2019 (d) by 03/2020	
1.3 Awareness raising will be delivered to all schools as part of their in-service days during 2019 regarding Care Experience and the impact it has on learning	<i>Head of Schools and Curriculum, Moray Council</i>	In-kind (e.g. staff time)	Confirmation of sessions delivered, session content, and audience feedback will be shared with FMF by end 12/2019	by 12/2019	

POVERTY DRIVER - Raising income from employment

STRATEGIC OUTCOME 2

There is employment which pays a fair wage as minimum and offers realistic sick pay, holidays and contracts

ACTIONS	Who action is carried out by (lead)	Resources allocated	How impact has/will be assessed	Timescale for action	Group targeted (see key at end)
2.1 (a) Explore during 2019/20 with local employers what support would enable them to offer a fair wage and contract conditions for all workers (b) Develop and implement an action plan based on the results of (a) during 2020/21	<i>Fairer Moray Forum/Moray Economic Partnership</i>	In-kind (e.g. staff time)	Moray Economic Partnership will share findings with FMF by end 03/2020 Moray Economic Partnership will share action plan with FMF by end 03/2021	(a) By end 03/2020 (b) By end 03/2021	1-6, 8-12

STRATEGIC OUTCOME 3

All looked after children and young people leaving care receive personalised support if wanted, and all services know where and how to refer them

ACTIONS	Who action is carried out by (lead)	Resources allocated	How impact has/will be assessed	Timescale for action	Group targeted (see key at end)
3.1 (a) Identify the range of supports available to looked after children and young people leaving care (b) Develop an action plan to increase awareness of these supports amongst looked after children and young people leaving care (c) Implement the action plan	<i>Corporate Parenting Strategic Group</i>	In-kind (e.g. staff time)	Corporate Parenting Strategic Group will share action plan and its progress update with FMF by end 03/2020	(a) by 07/2019 (b) by 09/2020 (c) By end	7,8

POVERTY DRIVER - Raising income from employment

ACTIONS	Who action is carried out by (lead)	Resources allocated	How impact has/will be assessed	Timescale for action	Group targeted (see key at end)
				03/2020	
3.2 Ensure that a register of all young people in care is maintained, and that this register is used to ensure that every young person leaving care is offered support with their transition into adult life	<i>Corporate Parenting Strategic Group</i>	In-kind (e.g. staff time)	Corporate Parenting Strategic Group will share progress with FMF by end 03/2020	By end 03/2020	1-6, 8-11

STRATEGIC OUTCOME 4

Everyone can access support, training and development to gain higher paid employment

ACTIONS	Who action is carried out by (lead)	Resources allocated	How impact has/will be assessed	Timescale for action	Group targeted (see key at end)
4.1 Support, training and development will continue to be available in order for people to gain higher paid employment through the implementation of the Moray Skills Investment Plan which takes forward the key themes: <ul style="list-style-type: none"> • Effective Careers and information and advice • Supporting Key Economic Priorities • A responsive skills infrastructure • Enhancing employer engagement 	<i>Moray Economic Partnership</i>	In-kind (e.g. staff time)	Moray Economic Partnership will share its progress report with FMF by the end the financial year	By end 03/2020	1-6,8-12

POVERTY DRIVER - Reducing the cost of living

STRATEGIC OUTCOME 5

Children from lower-income families can access stigma-free support, including: free access to computers and books, contribution-free access to subjects (e.g. home economics), associated learning (e.g. school trips), and extra-curricular activities (e.g. school dances)

ACTIONS	Who action is carried out by (lead)	Resources allocated	How impact has/will be assessed	Timescale for action	Group targeted (see key at end)
5.1 Implement the Moray "Cost of the School Day" action plan	Head of Schools and Curriculum, Moray Council/ Northern Alliance poverty and Attainment Lead/ Fairer Moray Forum	In-kind (e.g. staff time)	Progress report against the action plan will be shared with FMF by end of 03/2020	By end 03/2020	1-6, 7-11

STRATEGIC OUTCOME 6

People with low incomes can access free or affordable childcare, credit, energy/energy efficiency, food, housing, out of school/holiday child, sanitary products, transport and clothing.

ACTIONS	Who action is carried out by (lead)	Resources allocated	How impact has/will be assessed	Timescale for action	Group targeted (see key at end)
6.1 The Early Learning and Childcare Plan will be implemented to deliver affordable, flexible and good quality childcare in Moray	ELC Team, Moray Council	Government funded	The ELC Team will share its progress report for 2019/20 with FMF by end of 03/2020	By end 03/2020	1-6,9-12

POVERTY DRIVER - Reducing the cost of living

ACTIONS	Who action is carried out by (lead)	Resources allocated	How impact has/will be assessed	Timescale for action	Group targeted (see key at end)
6.2 Explore opportunities to secure necessary funding from e.g. Carnegie UK Affordable Credit Loan Fund to develop a community based and run financial institution, in partnership with existing providers of affordable credit in Moray	Fairer Moray Forum	In-kind (e.g. staff time)	FMF will provide a written progress update by end of 03/2020	By end 03/2020	1-12
6.3 (a) The identified leads will work together to review the way in which support is currently provided to families experiencing fuel poverty (b) the identified leads will develop an action plan to improve coordination and reach/uptake of support	Warmer homes, REAP, SCARF, Home Energy Scotland	In-kind (e.g. staff time)	The action plan will be shared with FMF by the end of 03/2020	By end 03/2020	1-12
6.4 The Moray Food Poverty Action Plan will be implemented - with particular emphasis on developing provision for young people during school holiday periods.	Moray Foodbank	In-kind (e.g. staff time)	Moray Foodbank will share its progress report against the action plan, highlighting in particular issues requiring attention to progress, with FMF by end of 03/2020	By end 03/2020	1-12
6.5 The Moray Housing Strategy and Plan will be implemented, following consultation, taking forward the key priorities of: <ul style="list-style-type: none"> Improving access to housing of all tenures and alleviating housing need Preventing and alleviating homelessness 	Head of Housing and Property, Moray council	In-kind (e.g. staff time)	The Moray Council will share its progress report against its plan, highlighting in particular issues requiring attention to progress, with FMF by end of 03/2020	By end 03/2020	1-12

POVERTY DRIVER - Reducing the cost of living

ACTIONS	Who action is carried out by (lead)	Resources allocated	How impact has/will be assessed	Timescale for action	Group targeted (see key at end)
<ul style="list-style-type: none"> Assisting those who require specialist housing Improving the condition and energy efficiency of housing and minimising fuel poverty 					
6.6 (a) Explore opportunities to extend the provision of affordable out of school childcare /holiday care (b) develop an action plan based on exploration to extend the provision of affordable out of school childcare /holiday care	Moray Foodbank	In-kind (e.g. staff time)	Moray Foodbank will share its action plan, highlighting in particular issues requiring attention to progress, with FMF by end of 03/2020	By end 03/2020	1-11
6.7 Provide free sanitary products to those on a low income	<i>Moray Foodbank</i> Head of Schools and Curriculum	Existing resource	Moray Foodbank will provide an update to FMF by 09/2019, highlighting any particular issues requiring attention to progress	By 09/2019	1-11
6.8 (a) The lead group will consider the need for the development of an affordable, accessible transport scheme (b) Based on their assessment the lead group will develop an action plan to develop an affordable and accessible transport scheme	<i>Transport Steering Group</i>	In-kind (e.g. staff time)	The Transport Steering Group will share its assessment to FMF by end 03/2020	By end 03/2020	1-12
6.9 The identified leads will ensure that those on a low income are aware of their	<i>Moray School Bank and Baby</i>	Existing resource	The identified leads will share their progress report with FMF by end	By end 03/2020	5

POVERTY DRIVER - Reducing the cost of living

ACTIONS	Who action is carried out by (lead)	Resources allocated	How impact has/will be assessed	Timescale for action	Group targeted (see key at end)
services providing clothing	<i>Bank</i>		03/2020, highlighting any particular issues requiring attention to progress		
6.10 The identified lead will lead the exploration of the possibility of developing a furniture service, with the intention of developing an action plan to implement this	<i>Head of Housing and Property</i>	In-kind (e.g. staff time)	The identified lead will share their assessment with FMF by end 03/2020, highlighting any particular issues requiring attention to progress	By end 03/2020	1-12

STRATEGIC OUTCOME 7

Eligible and vulnerable parents are supported with the additional cost of their child being in a neonatal unit.

ACTIONS	Who action is carried out by (lead)	Resources allocated	How impact has/will be assessed	Timescale for action	Group targeted (see key at end)
7.1 The Neonatal Expenses Fund will be promoted, with the aim to identify eligible and vulnerable parents so that they may be supported to spend as much time with their babies as possible, while they are receiving care within a neonatal unit.	<i>NHS Child Poverty Group</i> <i>Health and Social Care Moray Health and Wellbeing Lead</i>	Parent information Leaflets Claims forms Scottish Government Website	NHS Grampian will share its progress report with FMF by end of 03/2020	By end 03/2020	1-6,9

POVERTY DRIVER - Increased uptake of social security

STRATEGIC OUTCOME 8					
Everyone is informed of their right to relevant social security benefits, and signposted or referred to free financial support services					
ACTIONS	Who action is carried out by (lead)	Resources allocated	How impact has/will be assessed	Timescale for action	Group targeted (see key at end)
8.1 An easily accessible information system will be developed in liaison with those with lived experience e.g. employability/financial website/crisis app to ensure both the general population and professionals who offer support are able to access the most up to date information regarding all financial matters.	Fairer Moray Forum (Maximising Income Group) <i>Health and Social Care Moray Health and Wellbeing Lead</i>	In-kind (e.g. staff time)	The Maximising Income Group will share its progress report with FMF by end 03/2020, highlighting any particular issues requiring attention to progress	By end 03/2020	1-12
8.2 People will be routinely advised by practitioners in relevant services of their entitlement to social security benefits, to raise awareness, and signposted or referred to free financial support services if required.	<i>Fairer Moray Forum (Maximising Income Group)</i>	In-kind (e.g. staff time)	The Maximising Income Group will share its progress report with FMF by end 03/2020, highlighting any particular issues requiring attention to progress	By end 03/2020	1-12
8.3 The importance of attending for antenatal care will be promoted with the aim to increase the number of vulnerable mothers eligible and in receipt of Sure Start Maternity Grant	<i>NHSG Child Poverty Group</i>	Best Start Tool-kit Social Security Scotland Website	NHS Grampian will share its progress report with FMF by end of 03/2020	By end 03/2020	9

POVERTY DRIVER - Increased uptake of social security

ACTIONS	Who action is carried out by (lead)	Resources allocated	How impact has/will be assessed	Timescale for action	Group targeted (see key at end)
8.4 We will continue to grow and sustain Making Every Opportunity Count (MEOC) across Moray	<i>Health and Social care Health and Wellbeing Lead</i>	On-line resources Managers Tool-kit Bespoke Self-check Sign– posting information Workforce	NHS Grampian will share its progress report with FMF by end of 03/2020	By end 03/2020	1-6, 9-11
8.5 We will provide more support for children and families in the very earliest years through the Universal Health Visiting Service and Family Nurse Partnership Programme	<i>NHSG Child Poverty Group</i>	Universal Health Visiting Pathway Family Nurse Programme	NHS Grampian Child Poverty Group will share its progress report with FMF by end of 03/2020	By end 03/2020	2-6, 9
8.6 We will promote the importance of Healthy Start with the aim to increase access to the scheme for eligible vulnerable families	<i>NHSG Healthy Futures (Maternal and Infant Nutrition) Group</i>	NHSG webpage Healthy Start Application Form Posters Flyers	NHS Grampian <i>Healthy Futures (Maternal and Infant Nutrition) Group</i> will share its progress report with FMF by end of 03/2020	By end 03/2020	1-6, 9

POVERTY DRIVER - Increased uptake of social security

ACTIONS	Who action is carried out by (lead)	Resources allocated	How impact has/will be assessed	Timescale for action	Group targeted (see key at end)
8.7 Financial inclusion referral pathways will be developed within Midwifery and Early Years Practice and then adapted to be suitable and available to all professionals.	<i>NHSG Child Poverty Group</i> Fairer Moray Forum (Income Maximisation Group)	Pathway Policy and procedure	NHS Grampian Child Poverty Group will share its progress report with FMF by end of 03/2020	By end 03/2020	1-12

KEY - Group(s) the action is intended to reduce poverty amongst

1	Lone Parents	7	Looked after children
2	Families where a member of the family is disabled	8	Care Experienced Young people
3	Families with 3 or more children	9	Pregnant women
4	Minority ethnic families	10	Families with additional challenges e.g. mental health issues
5	Families where the youngest child is under 1	11	Adults without qualifications
6	Mothers aged under 25	12	Older adults

Throughout the consultation work undertaken in compiling the plan, the issue of the shame and stigma attached to poverty, and the beliefs and attitudes that still prevail, were regularly highlighted. Further the Scottish Government are focused on addressing ACEs as a route to tackling poverty, developing approaches that are more effective at preventing ACEs in the first place. It is recommended, therefore, that all agencies work together to develop an understanding of Adverse Childhood Experiences within their workforce, and that the Local Authority and NHS take a lead role in moving this agenda forward locally.



REPORT TO: COMMUNITY PLANNING BOARD ON 18 APRIL 2019

SUBJECT: WORKING TOGETHER – AN UPDATED COMPACT

BY: FABIO VILANI, LEADERSHIP TEAM tsimORAY

1. REASON FOR REPORT

- 1.1. To ask the Board to endorse and adopt 'Working Together', a voluntary agreement setting out how the Community Planning Partnership intends to work with community groups, voluntary organisations and social enterprises.

2. RECOMMENDATION

2.1 It is recommended that the Board:-

- i) endorse the contents of 'Working Together'**
- ii) invite all Partnership groups and all statutory sector partners to consider and discuss the operational implications of 'Working Together', and to report these back to the Community Engagement Group; and**
- iii) invite the Community Engagement Group to develop and implement a monitoring and evaluation plan to assess the impact of 'Working Together' over time, and to provide annual reports to the Board on that impact**

3. BACKGROUND

- 3.1. 'Working Together' (**APPENDIX I**) is a focused and largely jargon-free replacement for the Moray Compact 2016-2018; it is intended to strengthen the relationship between the Moray Community Planning Partnership and the third sector in Moray.

- 3.2. A Compact is an agreement between the public sector and the third sector, which is made up of the wide range of organisations which are neither in the public sector nor in the private sector, and includes voluntary organisations, community groups, volunteering bodies, charities and social enterprises.
- 3.3. The purpose of 'Working Together' is to strengthen working relationships between the two sectors in order to deliver the best possible outcomes for the people of Moray.
- 3.4. The first Moray Compact was agreed in 2002 and updated in 2008; since then, both the national and local context have changed. The 2016-2018 Compact was developed to reflect this as well as include changes introduced by the Community Empowerment (Scotland) Act, and has now been brought up to date.
- 3.5. 'Working Together' has a wide audience; all partners, from the grassroots to the strategic, need to find it valuable in their every day work. For this reason 'Working Together' deliberately aims to reflect the interests of all parties and outlines strategic direction. Supporting policies will deal with the more practical details of working together.
- 3.6. 'Working Together' provides a framework to guide working relationships and sets out mutual expectations. There is no expectation that partners will necessarily be able to implement all of 'Working Together' commitments at the outset, however, partners are expected to identify specific actions that they can take within an agreed time frame to move towards full implementation.
- 3.7. 'Working Together' is a voluntary agreement rather than a legal document; its strength and value rely on shared commitment to its contents by all its signatories.

4. SUMMARY OF IMPLICATIONS

- 4.1 A mutually supportive relationship with the third sector is essential to enable the delivery of the LOIP priority of empowered and connected communities.
- 4.2 There are no financial implications deriving directly from this report.

5. CONCLUSION

- 5.1 A mutually supportive relationship with the third sector is essential to enable the delivery of the LOIP priority of empowered and connected communities.

- 5.2 'Working Together' provides the framework to facilitate such a relationship by providing a focused replacement for earlier versions of the framework, which were referred to as 'the Moray Compact'.
- 5.3 It has been endorsed by the Community Engagement Group and should be adopted and promoted by the Board as set out in the recommendations.

Author of Report: Fabio Villani – Leadership Team, **tsiMORAY**

Background Papers: Working Together



Moray Community Planning Partnership

A voluntary agreement setting out how we intend

Working Together

with community groups, voluntary organisations & social enterprises

The public sector and the third sector – which includes community groups, voluntary organisations, charities and social enterprises – have different approaches, different cultures, and face different challenges. However, we all have a shared interest in the wellbeing and sustainable development of Moray.

Both sectors should be recognised and appreciated for their contribution to our communities, and our relationship should be effective, supportive, based on parity of esteem and aimed at delivering real benefits to the people of Moray.

There will be times when we will have different views, and we need to respect the right of public sector organisations to make decisions others will not agree with, as well as the right of third sector organisations to disagree with, and even campaign against, those decisions.

The effective participation of representatives of the third sector in key groups and partnerships, at all levels within the Moray Community Planning Partnership, is essential. Third sector participation is not an end in itself, but a way of providing crucial links between the public sector, the third sector and the communities of Moray. To this end we will collaborate to ensure the third sector has the opportunity and the means to participate in and engage with key groups and partnerships.

The third sector makes a significant contribution to the economy, resilience, sustainability and wellbeing of Moray, and plays a growing role in the design, development and delivery of services to meet the needs and aspirations of our communities, and we will collaborate to ensure this happens.

We are inspired by the success of Community Asset Transfers which have already taken place in Moray, and look forward to supporting many more. We also look forward to increased third sector and wider community participation through approaches like Participatory Budgeting – already well established in Moray – and Participation Requests.

We recognise the value of working together, and we will strive to facilitate effective communication, engagement and collaboration with each other.

Working Together

We expect colleagues from both sectors to:

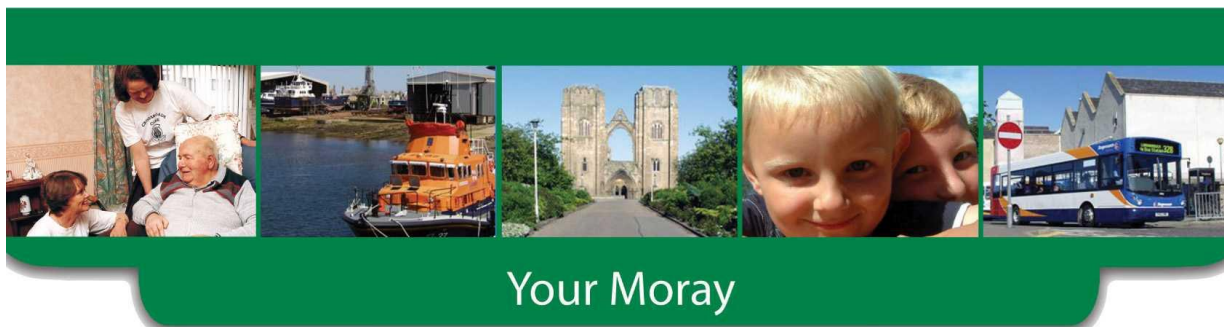
- Encourage and support partnership working in the interest of the communities of Moray
- Recognise and promote the value and benefits of volunteering, as well as celebrate the significant contribution made by volunteers to the quality of life in Moray
- Develop best practice in the recruitment, management and support of volunteers
- Target resources effectively to address local needs and aspirations
- Maximise the impact of training, support and development programmes by promoting them widely and making them accessible to others whenever practicable
- Champion and promote good financial management and practice

We expect public sector colleagues to foster effective working relationships with the third sector by:

- Recognising and respecting the value and independence of the third sector
- Promoting a fuller understanding and appreciation of the third sector in all its rich diversity, and of the differences between the third sector and the public sector
- Acknowledging and listening to the views of third sector representatives
- Recognising the role of umbrella bodies in representing the interests of the third sector as well as the right of individual organisations to represent their own views
- Ensuring that potential impacts on the third sector are taken into account when considering changes to policies and procedures
- Being aware of the time, resource and cost implications associated with the effective participation and engagement of the third sector
- Implementing measures to support effective third sector participation in community planning
- Providing a first entry point and named contacts for third sector advice and support within each partner organisation
- Adopting, as far as practicable within operational requirements, a consistent approach to the administration of grants and contracts, including committing to full cost recovery, settlements spanning a minimum of three years, avoiding short-term contracts, and committing to prompt payment of agreed funds

We expect third sector colleagues to foster effective working relationships with the public sector by:

- Recognising and respecting the role of public sector partners and that some of their priorities are set by others
- Acknowledging and listening to the views of public sector representatives
- Promoting acknowledgement and respect for the contribution made by each of the partners to the work of Moray Community Planning Partnership
- Recognising that partnership working brings responsibilities to participate in joint meetings and support representatives to convey views of individual organisations
- Recognising the role of umbrella bodies in representing the interests of the third sector as well as the right of individual organisations to represent their own views
- Ensuring that third sector representatives and liaisons are properly informed and supported to participate fully in partnership meetings
- Recognising that public resources are limited and that public funding is provided on the basis of value for money, identified need and its contribution to policy priorities



REPORT TO: COMMUNITY PLANNING BOARD 18 APRIL 2019

SUBJECT: PUBLIC PROTECTION GOVERNANCE

BY: DIRECTOR OF PUBLIC HEALTH, NHS GRAMPIAN

1. REASON FOR REPORT

- 1.1. To seek the Board's endorsement of governance arrangements for public protection in Moray, including child and adult protection.

2. RECOMMENDATION

- 2.1. **It is recommended that the Board endorses the proposed governance arrangements for public protection in Moray.**

3. BACKGROUND

- 3.1 The Chief Officers Group in Moray has agreed to broaden its remit to include wider elements of Public Protection beyond its current focus on improving outcomes for children and young people.
- 3.2 Public protection is a complex landscape with multiple legislative responsibilities as set out below which require careful navigation. What is not up for negotiation is the commitment of the Chief Officers to collaborate to protect children, adults and communities from harm.

Summary of Legislation:

- 3.3 ***Child Protection:*** National Guidance for Child Protection in Scotland provides a framework to support agencies and practitioners to understand and agree effective processes for working together to promote, support and safeguard the wellbeing of children. Child protection sits within the wider GIRFEC landscape, around which there are multiple pieces of legislation which inform, impact and make provision for the protection of children and young people.

- The Children (Scotland) Act 1995;
- The Children's Hearing (Scotland) Act 2011 and

- The Children and Young People (Scotland) Act 2014

All of the above is underpinned by the UN Convention on the Rights of the Child.

3.4 Adult Protection: There are multiple legislative responsibilities in relation to support and protection of adults of risk of harm.

- The Adult Support and Protection (Scotland) Act 2007
- The revised Code of Practice April 2014
- Adults with Incapacity (Scotland) Act 2000
- Mental Health (Care and Treatment) (Scotland) Act 2003

All three Acts have similar principals.

A person is considered an adult when they are 16 years of age or over. All legislation recognises the need to manage transitions from children's to adult services.

Discussion:

3.5 The aim of public protection is to reduce the harm to children and adults at risk. Public protection requires agencies to work together at both a strategic and operational level to raise awareness and understanding, and co-ordinate an effective response that provides at-risk individuals with the support needed to reduce the risk in their lives.

3.6 The Care Inspectorate have described areas with highly effective performance as ones were:

- Leaders provide strong direction and collective ownership of shared values for delivering the best possible outcomes.
- Strong scrutiny and challenge of performance
- Connections are made across relevant areas such as violence against women, Alcohol and Drug partnerships etc.
- Protection of vulnerable people is placed firmly at the centre of wider strategies to improve wellbeing
- Strong quality assurance systems which include systematic and rigorous self-evaluation using relevant Quality Improvement frameworks.
- Provide evidence of ongoing improvement
- Input from service users and carers

3.7 The evaluation report also highlighted the need for Chief Officers to have a direct link to the community planning partnership, local authority elected members and the health board. The Public Bodies (Joint Working) (Scotland) Act 2014 sets out that the Care Inspectorate have a role in the scrutiny of the integration joint board, the body by which social care and health services will be provided and commissioned, the

services provided under their direction and their strategic plans for quality standards.

Recommendation 1: The Chief Officer of the Integration Joint Board will become a member of the Moray COG.

- 3.8 Given the high level of restructure happening to drive efficiencies and integrate services, it is essential that roles and responsibilities for public protection and these interconnections are explicit. This attached **Appendix 1** seeks to set out those connections.

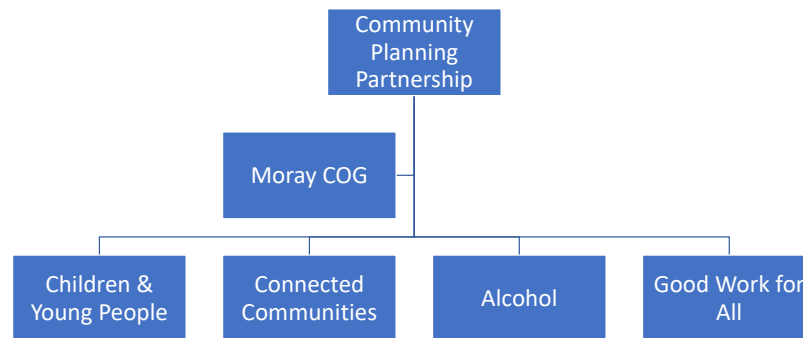
4. CONCLUSION

- 4.1. The Moray Chief Officers Group recognise the need to further strengthen arrangements to protect children as agreed through the recent Inspection process undertaken by the Care Inspectorate. They have also identified improvements against the inspection framework to support and protect adults at risk. Moray COG have acknowledged the potential to transfer learning from the extensive improvement activity in children's services. The areas for potential synergy have been identified as strategic planning, learning and development and quality improvement.
- 4.2. The Moray Chief Officers will maintain oversight of the public protection agenda ensuring that individual committees fulfil their duties whilst collaborating where it is most appropriate to do so.

Author of Report: Susan Webb
Chair, Chief Officers Group

With input from
Pam Gowans, Chief Officer of Moray IJB
Campbell Thompson, Divisional Commander, Police Scotland
Roddy Burns, Chief Executive, Moray Council
Susan Carr, Director of Public Protection, NHS Grampian
Graham Leadbitter, Chair Community Planning Partnership
Shona Morrison, Chair Integrated Joint Board
Gordon Greenlees, Independent Chair MAPC and MCPC

Background Papers:
Ref:

APPENDIX I**1. Governance, accountability and oversight:*****Proposed Structure:*****Moray COG**

The Moray Chief Officers Group have agreed to extend their remit to include Public Protection as defined by the Good Governance Institute work in the North East (see appendix 1).

It is therefore recommended that the Moray Chief Officers Group should scrutinise arrangements for child protection, adult support and protection, MAPPA (multi-agency public protection arrangements) and Violence Against Women Partnership on behalf of the Community Planning Partnership and the Moray IJB.

Children & Young People

The Executive Leadership Group for Children and Young People have three strategic priorities – Ambitious and Confident, Healthier, Safe. It is proposed that the Executive Leadership Group will report to MCOG for the purposes of their strategic priority Safe. MCOG would also expect to be included as a stakeholder in the development, delivery and monitoring of the Integrated Children's Services Plan which covers all three priorities. However, the ELG will report directly to the Community Planning Board for the delivery of actions regarding goals in Ambitious and Confident and Healthier. MCOG expect that the Community Planning Partnership will need to clarify the actions which sit under their four strategic priorities and map the connects. For example the Economic Development strand includes actions to address ambitious and Connected Communities could meaningfully fulfil the responsibilities as set out in the UN Convention on the Rights of the Child.

Recommendation 2: ELG report to MCOG for the purposes of keeping children safe. The rest of the agenda is scrutinised by the Community Planning Board.

Connected Communities:

MCOG anticipate that Connected Communities could address certain requirements as set out in the Children and Young Persons Act. As a result, MCOG would expect to be treated as a stakeholder in their strategic planning.

Alcohol:

The connections between alcohol and the public protection agenda are well known. The Care Inspectorate has recommended greater clarity on the connects between the Alcohol and Drug Partnership and MCOG. Currently the Alcohol and Drug Partnership has dual reporting to the IJB (for service delivery targets) and the Community Planning Partnership (CPP) (for the wider prevention agenda). It is recommended that the Chief Officers Group is included as a stakeholder in the development of the Alcohol and Drug Partnership strategic plan. Inclusion in the stakeholder arrangements would facilitate the ADP to be more responsive to and influence local public protection priorities.

The COG recognise if we are to support collaborative working we need to adopt collaborative leadership – everyone taking responsibility for the success of the system as a whole not just their own organisation. This new way of sharing ‘power’ will deliver the system improvements we seek.

Recommendation 2: On behalf of the Community Planning Board MCOG will scrutinise the public protection arrangements in Moray. It would however expect to be treated as a key stakeholder in the strategic planning of the strategic priorities for the CPP to be assured of necessary connects.

Recommendation 3: To ensure that there is a shared understanding of the collective agenda MCOG recommend that a review of the actions to deliver the strategic priorities of the Moray Community Planning Board is undertaken.

2. Strategic Planning for Public Protection:

Moray Child Protection Committee (MCPC) and Moray Adult Protection Committee (MAPC) lead strategic planning for child protection and for adult support and protection respectively.

Up until recently the work of the respective committees has been undertaken in isolation. The appointment of an independent chair for both the MCPC and MAPC in addition to common membership, will provide the opportunity to strengthen joint working between these committees/practitioners particularly around awareness raising and learning and development. However, we need

to ensure that the governance structure that surrounds these committees supports system wide learning and makes most effective use of quality assurance and performance support.

When a child or an adult protection investigation is undertaken, staff need to actively consider the needs of adults/children involved in the household in order to determine whether they may require support and/or protection. If certain criteria are met the respective committees are responsible for commissioning a Case Review. Knowledge/skills/learning in the system should be shared to support further improvement of investigations across public protection, in particular Significant Case Reviews.

As those working in children's services need to be aware of their responsibilities, understand the legal criteria of the three point test and what to do if they have a concern regarding a family member and vice versa for those working in adult services a co-ordinated learning and development plan will ensure that all staff are supported in an effective and efficient way to meet those needs.

Recommendation 4: The Independent Chair in collaboration with the Chief Social Work Officer is asked to give consideration to areas for closer working to improve the system response to public protection for example: awareness raising, engagement, learning and development.

3. *Quality Improvement:*

Moray Child Protection Committee as part of the Moray Integrated Children's Services has an evaluation and improvement strategy with infrastructure in place to support further improvement and development. The Moray Adult Protection Committee Biennial report highlighted the need to put an improvement plan in place to address areas identified for improvement following learning from other Adult Protection Committees. There is potential for the Adult Protection Committee to learn from and integrate with the Child Protection Committee improvement planning and delivery.

Whilst each committee must focus on improvement activity for their area of responsibility, the findings from evaluation activities should be shared across both committees in order to maximise learning and identify shared priorities for improvement or opportunities for joint working. Delivery of the individual and collective improvement actions should be routinely be reported to the Moray Chief Officers Group.

Recommendation 5: The Independent Chair in collaboration with the Chief Social Work Officer is asked to give consideration to streamlining improvement plans in our system for example one improvement plan with three component parts: Children, Adult and Joint actions.

Summary:

In summary the Moray Chief Officers Group recognise the need to further strengthen arrangements to protect children as agreed through the recent Inspection process undertaken by the Care Inspectorate. They have also identified improvements against the inspection framework to support and protect adults at risk. Moray COG have acknowledged the potential to transfer learning from the extensive improvement activity in children's services. The areas for potential synergy have been identified as strategic planning, learning and development and quality improvement.

The Moray Chief Officers will maintain oversight of the public protection agenda ensuring that individual committees fulfil their duties whilst collaborating where it is most appropriate to do so.

In taking this system oversight on behalf of each individual agency and partnerships (Community Planning and Integration Joint Boards) the Chief Officers will ensure appropriate engagement by these agencies/partnerships in the governance arrangements.

In light of the discussion and conclusions of the Moray COG the Terms of Reference for each committee will be amended to reflect the agreement.